



5 October 2020

Danger Pay: COVID-19**FREQUENTLY ASKED QUESTIONS (FAQ)****Q: What is the purpose of Danger Pay: COVID-19?**

A: Danger pay is a special allowance established for internationally and locally recruited staff who are required to work in locations where very dangerous conditions prevail. In the context of COVID-19, Danger Pay is applicable under the conditions described in paragraph 3, Annex II, of the 2011 ICSC Annual Report A/66/30, namely that danger pay be applied under the criterion set out in subparagraph 1(c): *“Non-protected environments where medical staff are specifically at risk to their life when deployed to deal with public health emergencies as declared by the World Health Organization”*.

Q: In which circumstances is Danger Pay: COVID-19 applicable?

A: Danger Pay: COVID-19 applies to a limited group of internationally and locally recruited staff directly involved in the following COVID-19 operations as specified by WHO:

- provision of clinical care to patients with confirmed/suspected COVID-19;
- actual screening of patients with suspected COVID-19;
- drawing or processing of potentially hazardous specimens related to COVID-19; and
- handling hazardous or potentially hazardous samples taken at a lab or screening facility.

These four criteria each provide a basis for Danger Pay on their own merit.

Q: Could Danger Pay: COVID-19 potentially apply in any duty station?

A: Yes, if the above conditions are met. COVID-19 is a global pandemic and thus these Danger Pay for COVID-19 is not confined to a specific geographic area.

Q: Does Danger Pay: COVID-19 apply to all “medical staff” by default?

A: No. It applies to a limited group of staff (internationally and locally recruited) who are directly involved in the following COVID-19 operations as specified by WHO. For example, a Medical Officer who provides online/telehealth services to staff members and does not make direct physical contact with COVID-19 symptoms would not be eligible for Danger Pay. Indirect contact with patients does not run the risk of contracting the virus and therefore does not fall under the criteria for eligibility to Danger Pay.

Q: Are Medical Service staff who regularly take swabs for laboratory testing of suspected COVID-19 cases entitled to Danger Pay?

A: Yes, all personnel in direct contact with COVID-19 patients or samples meet the criteria for receipt of danger pay.

Q: Are personnel carrying laboratory samples of COVID-19 entitled to danger pay?

A: Samples must be carried in secure and safe containers hence not jeopardizing the health and safety of the person carrying them. If the person carrying the samples runs the risk of contamination, i.e. if carrying samples is part of the daily job of a staff member and if there is the slightest possibility that the person can run the risk of being contaminated, then the staff member is eligible and Danger Pay will be granted for the total number of days that the person performs that task.

Q: Staff members serving in designated Danger Pay locations, who may at the same time meet the criteria for Danger Pay under COVID-19, will they receive double payment?

A: Several duty stations are already on Danger Pay due to safety and security conditions (e.g. Kabul, Sana'a, etc.), regardless of COVID-19. Danger Pay for COVID-19 was approved to cover the situations in duty stations that were not under Danger Pay, but where UN system staff may be directly involved in COVID-19 operations specified by WHO. There may be instances of staff in a location, such as for example Kabul, Afghanistan that are required to work directly with COVID-19 operations. Such staff that are already receiving Danger Pay would not receive duplicate payment of an allowance that serves the same purpose i.e. paid to staff members who are required to work in locations where very dangerous conditions prevail.

Q: What is the duration for payment of Danger Pay COVID-19

A: Danger Pay applicability is reviewed on a quarterly basis and published effective 1 January, 1 April, 1 July and 1 October. Danger Pay: COVID-19, initially approved by the Chair, International Civil Service Commission (ICSC) effective from 8 April 2020, is therefore reviewed according to the established quarterly dates. The ICSC Chair will continue to monitor and receive updates on the health situation related to COVID-19 in close consultation with the Director General, World Health Organization (WHO). Approved Danger Pay locations can be found on the ICSC website <https://icsc.un.org/Home/DataDangerPay>